DESCRIPTION OF IT SERVICES AND PRICING*:

LABOR CATEGORY	06-25-09 – 06-24-10	06-25-10 – 06-24-11	06-25-11 – 06-24-12	06-25-12 – 06-24-13	06-25-13 – 06-24-14
Project Manager	$136.82	$140.24	$143.75	$147.34	$151.02
Functional Lead Consultant	$127.05	$130.23	$133.48	$136.82	$140.24
Functional Consultant	$107.50	$110.19	$112.94	$115.77	$118.66
Technical Lead Consultant	$97.73	$100.17	$102.68	$105.24	$107.88
Technical Developer	$78.18	$80.13	$82.14	$84.19	$86.30
Junior Technical Developer	$66.45	$68.11	$69.81	$71.56	$73.35
Systems Analyst	$68.41	$70.12	$71.87	$73.67	$75.51
Test Engineer	$78.18	$80.13	$82.14	$84.19	$86.30

*Pricing is Net.

Polaris Associates, Inc.
Labor Category Descriptions

PROJECT MANAGER
Job Description: Oversees various systems projects of a highly complex nature. Responsible for assembling project team, assigning individual responsibilities, identifying appropriate resources needed, and developing schedule to ensure timely completion of project and meeting deadlines of project. Must be familiar with the systems scope and project objectives, as well as the role and function of each team member in order to effectively coordinate the activities of the team. Excellent customer skills, problem identification and resolution work style.
Functional Responsibilities: Assigns tasks, review deliverables, track hours, interacts with client, make presentations, identifies risks, and works with program manager to mitigate them.
Minimum Education: BA/BS degree OR formal technical educational equivalent.
Minimum Experience: 5 years relevant experience.

FUNCTIONAL LEAD CONSULTANT
Job Description: Reports to the Project Manager at the client site, works under general direction, formulates/defines system scope and objectives purely from a functional point of view. The Functional Lead Consultant analyzes key functional and cross functional business application requirements from Information Technology perspective.
Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Develops functional design documents and works with Technical teams to design, develop and implement the software applications. The Functional Lead Consultant will have exceptional understanding and knowledge of business environment so as to develop appropriate solutions quickly and demonstrates high level of oral and written communication skills. Must possess superior functional knowledge of task order and have experience in developing functional requirements for complex integrated IT systems. Must demonstrate the ability to work independently or under only general direction.
Functional Responsibilities: Responsible for completion of a Particular track in the project.
Minimum Education: BA/BS degree or formal technical educational equivalent.
Minimum Experience: Minimum of 12 years IT experience, of which at least 6 years must be specialized system functional analysis.

FUNCTIONAL CONSULTANT

Job Description: Reports to the Functional Lead Consultant at the client site, works under general direction, formulates/defines system scope and objectives purely from a functional point of view. Analyzes overall functional and cross functional business application requirements from Information Technology perspective. Performs functional allocation to identify required tasks and their interrelationships.

Identifies resources required for each task. Develops functional design documents and works with Technical teams to design, develop and implement software applications. Will have good understanding and knowledge of business environment to develop appropriate solutions and demonstrates high level of oral and written communication skills.

Functional Responsibilities: Responsible for completion of a Particular track in the project.

Minimum Education: BA/BS degree or formal technical educational equivalent.

Minimum Experience: Minimum of 8 years IT experience, of which at least 5 years must be specialized system functional analysis.

TECHNICAL LEAD CONSULTANT

Job Description: Works under supervision of Project manager. Translates Design documents to the developers and helps them under the business flow and works with them to Technically Architect the solution. Interacts extensively with other team members like Functional consultants, Technical Consultants, System Administrators, users etc. to devise or modify procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Responsible for program design, coding, testing, debugging and documentation.

Has full technical knowledge of all phases of applications systems analysis and programming. Also has duties instructing, directing and checking the work of other systems analysis and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members.

Functional Responsibilities: Responsible for completion of Technical piece of the project. Reports to the PM and supervises the less experienced Analyst/ Programmers.

Minimum Education: BA/BS degree or formal technical educational equivalent.

Minimum Experience: Minimum of 8 years relevant experience.

TECHNICAL DEVELOPER
Job Description: Under the direction of the Technical Lead Consultant, formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debug documents and maintain those programs.
Functional Responsibilities: Provide guidance and direction to less experienced programmers/ analysts. Either reports to the PM Or Technical Lead.
Minimum Education: BA/BS degree or formal technical educational equivalent.
Minimum Experience: Minimum of 5 years relevant experience.

JUNIOR TECHNICAL DEVELOPER
Job Description: Performs maintenance on existing software products; assists in coding, testing and debugging new software or making enhancements to existing software. Writes programs according to specifications from higher level staff. Makes suggestions for problem solutions or software enhancements. May assist in development of user manuals. Works under the supervision of the Senior Technical Developer.
Functional Responsibilities: Perform duties in regards to coding, testing and debugging as assigned by Project Manager.
Minimum Education: BA/BS degree or formal technical educational equivalent.
Minimum Experience: Minimum of 3 years relevant experience.

SYSTEM ANALYST
Job Description: Formulates/defines system scope and objectives for assigned projects. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Systems analysts create new computer systems and improve existing technology and business processes. Defines and analyzes problems and develops system requirements and program specifications, from which detailed flow charts, programs, and tests are prepared. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops in conjunction with functional users, system alternative solutions. Provides support for the installation, testing, implementation, and on-going maintenance of the hardware/software. Position requires design implementation and integration knowledge. Excellent communication skills.
Functional Responsibilities: Perform duties in regards to coding, testing and debugging as assigned by Project Manager.
Minimum Education: BA/BS degree or formal technical educational equivalent.
Minimum Experience: Minimum of 3 years relevant experience.

TEST ENGINEER

Job Description: System development and testing. With little to no direction, formulates all quality related products and by-products of a project. Develops test plans, procedures, and test cases. Provides production and execution of test plans, procedures and cases for a given project or system. Works with automated testing tools to check the functional and technical aspects of the system

Functional Responsibilities: Perform duties in regards to testing and documentation as assigned by Project Manager.

Minimum Education: BA/BS degree or formal technical educational equivalent.

Minimum Experience: Minimum of 4 years relevant experience.